

SURVEY OF STATES – HOUSING ASSISTANCE

A&I HRD contacted 37 member states from the National Compensation Association of State Governments and inquired about what if any types of assistance is provided to employees living and working in high cost of living areas. 22 States responded.

Many of the States indicated they had high cost of living areas, but they do not provide any type of assistance. Three (3) states provide some type of assistance.

New York – Provides \$3,026 for employees working in the greater NYC area and \$1,513 in counties just north of the city.

Colorado – The State of Colorado has broad policies allowing the agency to determine the amount - typically for resort communities. Employees have to live and work in the area and there has to be demonstrated recruitment and retention problems.

Louisiana – The State of Louisiana allows some based on an agency's unique needs. The Department of Revenue has auditors who live in other States where a LA company has a satellite office. The amounts vary depending on location, i.e. New York and Los Angeles are higher than those located in Atlanta and Denver. The agency is required to submit for approval the research and supporting information that was used to determine the amounts requested.

GEOGRAPHICAL WAGE DIFFERENCES

In addition to asking about housing assistance, A&I HRD also inquired about geographical wage differences. Ten (10) states indicated they used geographical wage differences for some types of jobs. All states that used geographical wage differences were based on high turnover rates or hard to recruit for areas. None of the states using geographical differences were any of the contiguous states to Wyoming. The ten states were Arizona, Arkansas, Florida, Louisiana, New York, North Carolina, Virginia, Washington, West Virginia, and Wisconsin. Arizona once used it to recruit for the Department of Corrections to staff remote areas, however about 10 years later the area became the fastest growing areas in the state and it was discontinued. The amount was rolled into the employees base pay for those who had been getting the increase but discontinued for any additional employees.

TRANSPORTATION ASSISTANCE

There are two bus routes in Teton County; Teton/Star Valley and Teton/Idaho. Cost of the bus pass is \$105 per month.

The Town of Jackson provide ½ of the cost of a bus pass per employee per month. Some banks, the hospital and other employers in the area pay a portion or all of the cost of the pass for their employees.